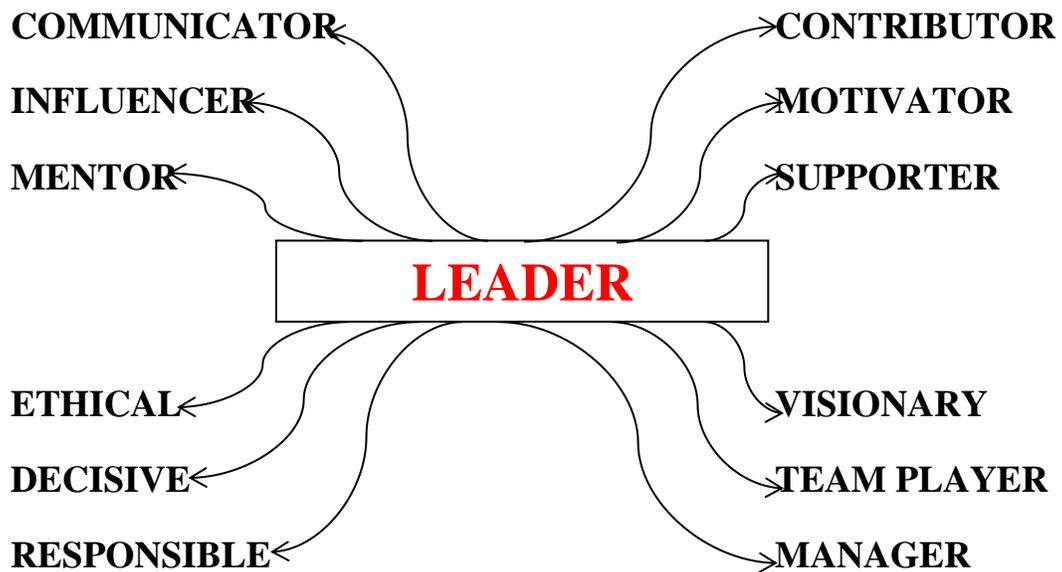


# LEADERSHIP



A STUDY OF LEADERSHIP FROM THE SCRIPTURES

IF SERVING IS BELOW YOU, LEADERSHIP IS BEYOND YOU

Resources used

Gary Henry  
<http://www.wordpoint.com>

Mark Copeland  
Executable Outlines

Mark Pape  
Spiritual Leadership

Special thanks to these men for their diligent work for the Lord  
and the influence their wealth of material has had on many.



**Leadership is not about being  
in charge.**

**Leadership is about taking  
care of those in your charge.**

**Simon Sinek**

## LEADERSHIP

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2	Leadership Crisis
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# The Nature of Leadership

## Lesson 1

Think of some great leaders – why were they great? The greatest leader is Jesus; that is why we will spend time studying His role as a leader. We will examine the nature of leadership in general terms and principles.

**A nature of leadership demands the following.**

### A. Honesty and Integrity

No one respects a liar or cheat. Be consistently fair and equitable in all circumstances. Admit when you are wrong.

★ **Biblical Principle:** *But above all, my brethren, do not swear, either by heaven or by earth or with any other oath But let your "Yes" be "Yes," and your "No," "No," lest you fall into judgment, James 5:12.*

### B. Committed to the Cause

Halfhearted leadership is worse than no leadership. Do the very best you know how, the very best you can and keep doing it until the end.

★ **Biblical Principle:** *Be faithful until death, and I will give you the crown of life, Revelation 2:10*

### C. Unwavering

When a person is right, according to God's word, stand with him. When a person is wrong, according to God's word, part with him or teach him the truth.

★ **Biblical Principle:** *But even if you should suffer for what is right, you are blessed. "Do not fear their threats; do not be frightened." But in your hearts revere Christ as Lord. Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect, <sup>keeping</sup> a clear conscience, so that those who speak maliciously against your good behavior in Christ may be ashamed of their slander. For it is better, if it is God's will, to suffer for doing good than for doing evil, I Peter 3: 14 – 17.*

### D. Flexible

Be flexible to the wants, needs, and opinions of those he leads.

★ **Biblical Principal:** *Though I am free and belong to no one, I have made myself a slave to everyone, to win as many as possible. To the Jews I became like a Jew, to win the Jews. To those under the law I became like one under the law (though I myself am not under the law), so as to win those under the law. To those not having the law I became like one not having the law (though I am not free from God's law but am under Christ's law), so as to win those not having the law. To the weak I became weak, to win the weak. I have become all things to all people so that by all possible means I might save some, I Corinthians 9: 19-22.*

### **E. Courageous through Unjust Criticism**

The truth is generally the best vindication against slander.

★ **Biblical Principle:** *This, then, is how you ought to regard us: as servants of Christ and as those entrusted with the mysteries God has revealed. Now it is required that those who have been given a trust must prove faithful. I care very little if I am judged by you or by any human court; indeed, I do not even judge myself. My conscience is clear, but that does not make me innocent. It is the Lord who judges me. Therefore, judge nothing before the appointed time; wait until the Lord comes. He will bring to light what is hidden in darkness and will expose the motives of the heart. At that time each will receive their praise from God, I Corinthians 4: 1-5.*

### **F. Visionary**

A leader is to advance the cause of the organization and help those who serve it. Set clearly defined goals and adjust the organization's course as needed.

★ **Biblical Principle:** *Do not those who plot evil go astray? But those who plan what is good find love and faithfulness. All hard work brings a profit, but mere talk leads only to poverty, Proverbs 14: 22 – 23.*

### **G. Compassionate**

If a leader does not care about others, he will not receive care and respect from others. A respected leader must have and demonstrate compassion. Make an investment in understanding human nature. One can change human action but rarely human nature.

★ **Biblical Principle:** *When he saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd. Then he said to his disciples, "The harvest is plentiful but the workers are few, Matthew 9: 36-37.*

### **H. Not Vengeful**

Be the very embodiment of good temper and affability.

★ **Biblical Principle:** *Do not take revenge, my dear friends, but leave room for God's wrath, for it is written: "It is mine to avenge; I will repay," says the Lord, Romans 12:19.*

## **I. Persuade Rather Than Coerce**

People will ultimately make their own decision. Give them the latitude and resources to do so. Avoid giving orders; preferring to request, or imply, or make suggestions. Only use force as a last resort to conflict resolution.

**Biblical Principle:** *He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it, Titus 1:9.*

## **J. Delegate**

Allow people to serve without promoting. When subordinates come with good ideas, let them try it and monitor their progress. Give subordinates the opportunities and a fair chance to succeed.

**Biblical Principle:** *Brothers and sisters, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them, Acts 6:3.*

## **K. Listen**

Explain yourself but listen intently to others.

**Biblical Principle:** *My dear brothers and sisters, take note of this: Everyone should be quick to listen, slow to speak, and slow to become angry, because human anger does not produce the righteousness that God desires, James 1: 19 – 20.*

## **L. Offer Hope and Optimism**

When hope is extinguished, desperation is created.

**Biblical Principle:** *But in your hearts revere Christ as Lord. Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect, I Peter 3:15.*

## **M. Recognize Others**

Compliments and recognition for the service of others builds strong relationships. Give subordinates the credit for their successes in helping the organization's cause. Someone said, "When you get to the top, reach down and pull someone else up."

★**Biblical Principle:** *We always thank God, the Father of our Lord Jesus Christ, when we pray for you, because we have heard of your faith in Christ Jesus and of the love you have for all God's people—the faith and love that spring from the hope stored up for you in heaven and about which you have already heard in the true message of the gospel, Colossians 1: 3 – 5.*

Leadership is based on inspiration,  
**not** domination; on cooperation,  
**not** intimidation.

William Arthur Wood

## A Leadership Crisis Lesson 2

The need for leadership of every type and at every level is in very short supply in this nation. The church is no exception, as a conversation with almost any gospel preacher will reveal. Reading almost any religious publication will show the same result, there is a “leadership crisis” in most churches. Numerous pages discuss the subject, the pros and cons of methods for solving the problem, choices to be made, and reasons many churches have never had elders. Others see the number of elders shirking and most importantly, the pool of qualified men is drying up in so many places.

The question for our consideration is -



There may be many reasons for the shortage of current and future elders. One conclusion is that too many men just do not want the responsibility because of the negativity toward leadership. Is this the real reason, I am not sure, however a change is definitely needed. What can we do to effect a change in the thinking about leadership?

Leadership involves two basic principles: (1) what you say and (2) what you do, with actions being the more powerful of the two. Leaders lead through influence, not giving orders or sending out dictates. God chose the “shepherd model” because it exemplifies the attributes of Christ. As the chief shepherd, He gives us the perfect example of how to lead His flock. A shepherd provides nourishment, care, and protection. A shepherd is being among the flock so the sheep “know” him, not just his face but “who” he is and how he is going to lead.

Br. Paul Earnhart, Louisville, KY, wrote an article entitled “Where Do Elders Come From” (Christianity Magazine, March 1988) and the situation in many churches has only gotten worse.

### Where Do Elders Come From?

The scarcity of functioning elders (bishops, pastors) in local churches has led some Christians to conclude that they are a rare breed with rare qualities. Otherwise, they reason, why would they be so difficult to come by. Contrary to this rather discouraging view, elders do not have to be imported from outer space. They are generated from ordinary human beings from “every tribe and tongue and people and nation, “and perhaps it will help identify the reason for their scarcity if we trace, step-by-step, where elders originate.

First of all, and elementally, elders come from strong Christians, men and women who by the power of God have been radically reborn (John 3:3-6). Now, here are some remarkable people. They have given up everything for the Lord’s sake, claiming not even their breath as their own (I Corinthians 6: 19-20; Romans 2: 1-2). Theirs is a life of utter trust in the Son of God (Galatians 2:20). Why should we be surprised that something special should arise in the characters of folk like

this? They will love God supremely and care about others in a self-sacrificial way.

Secondly, elders (Greek presbuterqi, older men), by definition, originate from Christians who are men. There is nothing special, remarkable, or difficult here. From the outset, men as well as women have been touched by the appeal of the gospel (Acts 4:4; 5:14; 6:7; 8:12; 17:12, 34) and we can logically anticipate that wherever the gospel is preached, this will continue to be so.

Thirdly, elders are to be taken from among Christian men who are mature in years (older) and in the faith (“Not a novice,” I Timothy 3:6). The bulk of the bishop’s required qualities are no more than would be expected in any mature disciple: “...sober-minded, orderly, given to hospitality.. no brawler, no striker; but gentle, not contentious, no lover of money...good testimony from them that are without..” (I Timothy 3:7) “...not self-willed, not soon angry ... a lover of good... just, holy, self-controlled, holding to the faithful word...” (Titus 1: 6-9). Every Christian, without exception, is expected to grow and mature into “a full-grown man, unto the measure of the stature of the fullness of Christ...” (Ephesians 4:13). There is nothing unusual about the Lord’s servants becoming increasingly like hi. It is their failure to grow up that is considered aberrant (I Corinthians 3: 1-3; Hebrews 5: 12-14).

Fourthly, elders are drawn from mature Christian men who are married. The Holy Spirit has indicated that the elder is to be “the husband of one wife” (I Timothy 3:2; Titus 1:6). Here again, there is no special obstacle. As a matter of course, most men marry.

Fifthly, elders are to be taken from mature Christian men who are married and have children. His children are to be believers and those still in his household are to be respectfully obedient (Titus 1:6); I Timothy 3:4). There is nothing remarkable about a married man having children. Most married men are fathers, and from such a characteristic population new disciples were drawn in the past and will be drawn today.

Nor should it be thought unusual for a Christian father’s children to be faithful disciples and obedient to him. Godly parents will, more often than not, lead their children to serve the Lode (Proverbs 22:6). In New Testament times, it was not uncommon for while households to be converted (Acts 10:24; 11:14; 16:31, 33).

From among mature Christian family men with many different abilities there are bound to be some who are effective teachers (I Timothy 3:2), able to nurture and train their brethren in the righteous ways of the Savior and protect them from the deceptions of false teachers (Titus 1:9; Acts 20:28; I Peter 5: 2-5)

Now, from all these qualifications of elders there is nothing so significant as they fact that they are devoted Christians. That they are men married me, family men is not anything special. That they possess native skills as teachers gives them no distinction, either. Many men who have no faith in /Christ at all could say the same. In the case of elders, it is the unqualified devotion that these men have to Christ that gives meaning to their family relationships and to their God-given skills.

I cannot tell you how often I have heard complaints about the absence of elders in local churches and the difficulty of finding qualified men to serve. It is not helpful merely to describe the problem and complain about it. We need to find the exact source of this critical shortage and formulate some godly solutions.

One thing we must face is that the Holy Spirit makes elders out of devoted Christians and churches that are filled with half-hearted and indifferent disciples don’t have any material to work with. The answer to the shortage of every kind of worker in the kingdom of God is to get each child of God among us to be totally committed. If we can do that, the problem will take care of itself in time. If not, we will keep on complaining about the shortage of elders today and assure an even greater shortage tomorrow. Until we are willing to deal with our own shortfall in devotion, it is a little unrealistic to complain about the other fellow’s.

The synopsis of this article seems to be, start early, prepare often, and learn to be a servant. With these things in mind, we have a foundation for overcoming the shortage of leaders now and in the future. Some years ago a young man made this statement to a Christian girl on their second date; “*I want to be an elder someday, are you down with that?*” Young men and women need to

have the desire to serve. Servitude is a taught thing, in the home and classroom, however the best lessons are those taught and demonstrated by current leaders.

Let's begin with Ecclesiastes 12:1 (NKJV), *Remember now your Creator in the days of your youth, before the difficult days come, and the years draw near when you say, "I have no pleasure in them."* Note 5 points made in this passage:

1. Use every opportunity to keep the slate clean
2. Sowing wild oats produces a harvest that hinders our service to God
3. Use the vigor and enthusiasm of youth to serve
4. Follow Paul's illustration of Timothy (II Timothy 3:15)
5. As a youth set your goal of serving God in every way possible

Study the work and qualifications of an elder; examine the biblical qualities that make a successful leader for the Lord.

Every congregation is different, their needs change as they grow, elders become disqualified, sometimes elders move away and the need for new elders will arise. *So I sought for a man among them who would make a wall, and stand in the gap before Me on behalf of the land, that I should not destroy it; but I found no one.* Ezekiel 22:30 NKJV God is still looking for a man to take a stand for the lord, perhaps you are the man!

In Bro. Earnhart's article, he uses the term *functioning elders*, not just figureheads to hire a preacher. The work of an elder demonstrates the need for qualification, which should be viewed realistically, practically relating to the man's moral character, reputation, habits, abilities, and family. It is important to teach the scriptural principles that relate to the development of mature Christians, willing to serve the Lord. Teaching the proper attitudes toward qualifications and responsibilities of an elder is vital in preparing a young man to desire the office. Training classes should equip men with methods of dealing with teachers of false doctrine: whether this is reactive or proactive (Titus 1: 9 -11). As parents, we must be aware preparation begins in the home, supplemented by the church, not the reverse (Deuteronomy 6:7). Prepare men for criticism, while preparing the church to be careful about their accusations (I Timothy 5:19-20). The priority of the kingdom of God is relevant to a man's willingness to serve as an elder, not just the level of attendance at worship services (Matthew 6: 33).

**Titus 1:9  
(NIV)**

He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.

**Deuteronomy 6:7  
(NIV)**

Impress them on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up.

**1 Timothy 5:19-20  
(NIV)**

Do not entertain an accusation against an elder unless it is brought by two or three witnesses. But those elders who are sinning you are to reprove before everyone, so that the others may take warning.

**Matthew 6:33  
(NIV)**

But seek first his kingdom and his righteousness, and all these things will be given to you as well.



## QUESTIONS



1. Why is there a shortage of good leaders in the church?
2. What are 2 basic principles of leadership and why are they important?
3. Explain why God chose the “shepherd” as a model for teaching about leaders?
4. Describe the term “functioning elder.” What other terms could be assigned to leaders?
5. From what group of people do we begin our search for elders?
6. Explain the relationship of Ecclesiastes 12:1 to the study of leaders.
7. What lesson does Luke 15:13 teach about leadership?
8. Apply Deuteronomy 6:7 to preparing to lead fellow Christians.

## The Measure of a Strong Christian

### Lesson 3

The greatest measure of any man must be God-based standards, because God examines the heart, not the exterior, veneer or faced of a person, I Samuel 16: 6-7. People have the tendency to think if a person always attends services, participates in leading singing, and teaches classes he is a strong Christian. This kind of superficial judgment overlooks important factors when evaluating the development of spiritual maturity. We must always look beyond the public functions of the church and include the act of serving the congregation as well as individual Christians.

Ephesians 4:13 instructs, *till we come to the unity of the faith and the knowledge of the son of God, to a perfect man, to the measure of stature of the fullness of Christ...*

Our ultimate goal is to attain the stature of Christ, which is beyond the reach of any moral man, but the ideal pattern of growth, *grow up in all aspects unto Him who is the head even Christ*, Ephesians 4:15.

Let us use God's standards as set forth in His word by beginning with a study of Galatians 5: 22 – 23, *But the fruit of the Spirit is love, joy, peace, longsuffering, kindness, goodness, faithfulness, gentleness, self-control. Against such there is no law.*

**Love** – to God and fellowman

**Joy** – in the word of God as evidenced by our pardon

**Peace** – the results of reconciliation

**Long-suffering** – patience through trials

**Gentleness** – (kindness) serving with a calm spirit

**Goodness** – generally disposed toward good

**Faith** (fidelity) a faithful man to his word and promises

These qualities are foundation stones of our personal godliness, attributes that are the evidence of the reformation of the inward man, Romans 7:22. More than the intellect or conscience but the very personification of the principles that govern the actions and decisions of a strong Christian. These attributes are not just present but active in the continual renewing, *and that you put on the new man which was created according to God, in true righteousness and holiness*, Ephesians 4:24.

*That he would grant you, according to the riches of His glory, to be strengthened to give daily strength to overcome trials, temptations, with might through His Spirit in the inner man,* Ephesians 3:16. Just as the body needs to be built-up, so does the inward man needs to be stimulated and invigorated to live a faithful life.

*Therefore, we do not lose heart. Even though our outward man is perishing, yet the inward man is being renewed day by day,* II Corinthians 4:16.

The physical body continues to deteriorate and decay and no level of effort will stop the aging process. However, the good news is that the inward man, the soul, grows stronger with a deeper understanding of the character of God. We understand more fully the levels of strength drawn from Him. The abundance of God's strength is always available to satisfy our never-ending need to sustain us as we face the struggles daily life, serving God, and supporting our fellow man.

In Titus 2: 1- 8 Paul has this though, *speaking the things which are fitting for sound doctrine.* Our words should not be frivolous but sensible and dignified. Our behavior displays our attitudes, relationships, and demeanor. Whether man or woman, young or older, bond or free, these qualities outlined in Titus 2 speak God's measure of an elder. These include being discrete, reverent, full of integrity, and incorrupt.

*Not pilfering, but showing all good fidelity, that they may adorn the doctrine of God our Savior in all things,* Titus 2:10.

**Fidelity** – clear signs of steadfastness or trustworthiness, an example of letting your light shine, Matthew 5 and appearing as lights in the world, Philippians 2:15.

**Adorn** – the doctrine of God. Jesus condemned the Jews for adoring the monuments of the righteous (Matthew 23:29) because it was for show. Their adoring was not the doctrine of God as Paul instructed. Coupled with fidelity, adoring will demonstrate our efforts to measure up to the statute of Christ through being honest, kind, obedient, and industrious.

*For the grace of God that brings salvation has appeared to all men, teaching us that denying ungodliness and worldly lusts, we should live soberly, righteously, and godly in the present age, looking for the blessed hope and glorious appearing of our great God and Savior Jesus Christ, who gave Himself for us, that He might redeem us from every lawless deed and purify for Himself His own special people, zealous for good works,* Titus 1: 11- 14. These verses give us insight into Paul's understanding of how to measure up. First, deny ungodliness and its accompanying lust a place to live and grow. You must destroy the habitat that promotes growth of sin! No safe haven can be provided where lust can conceive and grow, James 1. Secondly, anytime something

is removed other more suitable things must replace the. Live soberly, seriously, maintaining sound control and judgment with determination to live a life right with God, regardless of the world situation in which we must live.

It is from this platform the Christian can work, grow, and serve the Lord, striving to measure up to the fullness of Christ.



## QUESTIONS



1. Read I Samuel 16: 6-7 and compare what God saw to what Samuel saw.
2. List characteristics you would use to judge the strength of a Christian.
3. Study Galatians 5: 22 – 23. What does God desire us to be?
4. Define fidelity in your own words.
5. Explain personal godliness, giving examples.
6. How can one know the condition of the inward man?
7. How is the inward man renewed?
8. What happens if the renewal is not continued?
9. How do you measure yourself? Others?

## The Proper Attitude

### Lesson 4

**Attitude:** the way you think and feel about someone or something  
a feeling or way of thinking that affects a person's behavior.

You cannot find the word attitude in the scriptures so we will examine the principles associated with attitude. In Matthew 5: 3 -12, Jesus gave us many principles that should comprise our attitude. Paul refers to the proper attitude of Christians in Philippians 4:8. As we look at cases of conversion in the book of Acts, it is easy to see what a strong role attitude played in each of them: Acts 2: 41, 24:25 & 26, and 28 – 29. Those with the proper attitude obeyed while those without did not.

**Attitude governs actions** – This shows us the great value of cultivating an attitude that is in harmony with God's will. Our acceptance or rejection of any truth depends on our attitude toward it and our understanding of that truth, II Thessalonians 2: 10 – 12.

We can NEVER experience the, "joy inexpressible and full of glory," I Peter 1:8, without the proper attitude that matches God's will. Titus 2: 11 – 12 teaches us to deny worldly desires and to live soberly, righteously, and godly in this present world. Indifference, murmuring and lack of joy exhibited is the result of an improper attitude.

It is very difficult to be, "faithful unto death," Revelation 2:10, without developing a proper attitude toward living and dying. Look at Paul's example in Acts 20:24, Philippians 1; 21 – 23, II Timothy 1:12 & 4: 7 – 8.

#### A proper attitude...

√ Never allows ANYTHING to hinder our desire to know and practice the truth.

**Romans 1:21**

√ Places obedience to God's revealed word as a priority.

**Matthew 10: 37 – 38, 15: 8 – 9**

√ Obeys God, rather than man.

**Acts 5: 29, Galatians 1:10**

√ Understands the scriptures as God's answer for everything pertaining to life and godliness.

**II Peter 1:3, II Timothy 3: 16 – 17, Luke 10:26**

### Attitude toward God

1. **Love** – the right kind of love, complete, with all your heart mind and soul. Matthew 22: 37
2. **Faith and trust** – a strong conviction and trust in things you cannot see, Hebrews 11:1. Without faith, it is impossible to please God and without trust, we won't even try. Hebrews 11:6
3. **Thankfulness** – an attitude of gratitude – God's righteous indignation fell on those who were not thankful, Romans 1: 18 – 21. An attitude of thankfulness for the many blessings we have helps to keep a spirit of unity within the physical family as well as God's spiritual family. (Colossians 3:17, Ephesians 5:20)

### Attitude Toward Ourselves

1. **Humility** – a humble attitude is the beginning of understanding, Romans 12:3. It is this attitude that allows us to serve others even in the lowest situations, John 13 – foot-washing principle. A humble attitude allows us to take care of the small things in this life so we can be trusted with greater things, Matthew 25: 21
2. **Teachable** – regardless of the level of learning we have reached, the wise will be open to additional learning, Proverb 15: 31 – 33. We should desire learning with eagerness, which will profit correction and constructive criticism.
4. **Honesty** – toward our mistakes, the willingness to admit our mistakes, James 5:16. Possess a willingness to correct mistakes, the sooner the better.